

MEETING IN PROGRESS

GMHA Board of Trustees

Thursday, July 28, 2022 | 5:00 p.m.

Zoom Video Conference

GMHA Board of Trustees Meeting

ATTENDANCE SHEET

Thursday, July 28, 2022 | 5:00 p.m. | Zoom Video Conference

	NAME:	TITLE:	SIGNATURE:
Board of Trustees	Theresa Obispo	Chairperson	zoom
	Melissa Waibel	Vice-Chairperson	
	Byron Evaristo	Treasurer	zoom
	Sharon Davis	Trustee	zoom
	Sonia Siliang	Trustee	zoom
	Michael Um	Trustee	zoom
	Toni Pecon	Ex-Officio Member	
Executive Management/Medical Staff	Lillian Perez-Posadas	Hospital Administrator/CEO	Lillian Perez-Posadas
	William N. Kando	Associate Administrator, Operations	W. N. Kando
	Annie Bordallo, MD	Associate Administrator, Medical Services	zoom
	Joleen Aguon, MD	Associate Administrator, Clinical Services	zoom
	Don Rabanal	Assistant Administrator, Administrative Services	Paula Manzon - zoom
	Ana Belen Rada	Assistant Administrator, Professional Support Services	zoom
	Christine Tuquero	Assistant Administrator, Nursing Services	Cyn
	Liezl Concepcion	Deputy Assistant Administrator, Nursing Services	zoom
	Yukari Hechanova	Chief Financial Officer	Yukari Hechanova
	Danielle Manglona	Administrator of Quality, Patient Safety and Regulatory Compliance	zoom
	Jon Sidell, MD	Medical Staff President	
Guest(s)	Aileen Maravilla	ICU Hospital Unit Supervisor	Aileen Maravilla
	Olivia Elliot	ICU RN	Olivia Elliot
	Angelica Burgos	ICU RN	Angelica Burgos
	Rayna Cruz	Program Coordinator III	zoom
	Edlyn Dalisay	General Acctg. Supervisor	zoom
	Sadie Taisacan	Program Coordinator IV	zoom

ATTENDANCE SHEET

[illegible]

AGENDA

Guam Memorial Hospital Authority – Board of Trustees Meeting

July 28, 2022 | 5:00 p.m. | Zoom Video Conference

BOARD MEMBERS: Theresa Obispo, Chairperson; Melissa Waibel, Vice-chairperson; Byron Evaristo, Treasurer; Sharon Davis, Trustee; Sonia Siliang, Trustee; Michael Um, MD, Trustee

Item	Owner
I. Welcoming Call Meeting to Order and Determination of Quorum	Trustee Obispo
II. Review and Approval of the Minutes A. June 30, 2022	All Trustees
III. Old Business	All Trustees
IV. New Business A. Nomination of Secretary	All Trustees
V. Management's Report	Executive Management
VI. Guam Memorial Hospital Volunteers Association Report	GMHVA President
VII. Board Subcommittee Reports	
A. Joint Conference and Professional Affairs	Trustees Dr. Um, Waibel
1. Res. 2022-47, Relative to the Appointment of Provisional Medical Staff Privileges	
2. Res. 2022-48, Relative to the Reappointment of Active Medical Staff Privileges	
B. Human Resources	Trustees Waibel, Obispo
1. Res. 2022-49, Relative to Establishing an Intensive Care Nurse Residency Program	
2. Res. 2022-50, Relative to Establishing a Recruitment Incentive for the Recent Nursing Graduates	
C. Facilities, Capital Improvement Projects, and Information Technology	Trustees Davis, Evaristo
D. Governance, Bylaws, and Strategic Planning	Trustee Siliang
1. A-100, Mission Statement	
2. A-110, Vision Statement	
3. A-120, Statement of Values	
E. Quality and Safety	Trustee Obispo
F. Finance and Audit	Trustee Evaristo
1. Res. 2022-51, Relative to Approving Twenty-Six (26) New Fees	
2. Responsibility for Damages and Destruction of Hospital and Employee Property Policy	
VIII. Public Comment	
IX. Adjournment	Trustee Obispo

<p style="text-align: center;"> Regular Meeting of the Guam Memorial Hospital Authority Board of Trustees Thursday, June 30, 2022 5:00 p.m. Zoom Video Conference </p>		ATTENDANCE		
		Board Members Present: Theresa Obispo, Melissa Waibel, Sarah Thomas-Nededog, Byron Evaristo, Sharon Davis, Sonia Siliang, Dr. Michael Um	Leadership Present: Lillian Perez-Posadas, William Kando, Don Rabanal, Ana Belen Rada, Christine Tuquero, Liezl Concepcion, Yukari Hechanova, Danielle Manglona Absent: Dr. Annie Bordallo, Dr. Joleen Aguon, Dr. Jon Sidell Guests Cindy Hanson, Rayna Cruz, Jeremiah Luther, Akemi Aguon, EEO Office, Sydnie Taisacan, Edlyn Dalisay, Paula Manzon, Tony Aguon, Jill Acda, Kamalin Toves	
ISSUE/TOPIC/DISCUSSIONS	DECISION(S)/ACTION(S)	RESPONSIBLE PARTY	REPORTING TIMEFRAME	STATUS
I. CALL MEETING TO ORDER AND DETERMINATION OF QUORUM				
	After notices were duly issued pursuant to Title 5 GCA, Chapter 8, Open Government Law, Section 8107(a) and with a quorum present, Chairwoman Obispo called to order the regular meeting of the GMHA Board of Trustees at 5:06 p.m. on Thursday, June 30, 2022 via Zoom Video Conferencing.	Chairperson	None	None
II. REVIEW AND APPROVAL OF MINUTES				
A. May 25, 2022	Trustee Evaristo motioned, and it was seconded by Trustee Davis, to approve the May 25, 2022 minutes as presented. The motion carried with all ayes.	All Board Members	None	Approved
III. OLD BUSINESS				
	There were no old business matters for discussion.	None	None	None
IV. NEW BUSINESS				
A. Assignment of Committee Chairperson	The Subcommittees will be chaired by the following Trustees: <ul style="list-style-type: none"> Joint Conference and Professional Affairs: Trustees Dr. Um and Waibel Human Resources: Trustees Waibel and Obispo Facilities, Capital Improvement Projects, and Information Technology: Trustee Davis Governance, Bylaws, and Strategic Planning: Trustee Siliang Quality and Safety: Trustee Obispo 	All Board Members	None	

	<ul style="list-style-type: none"> Finance and Audit: Trustee Obispo <p>Trustee Davis motioned, and it was seconded by Trustee Waibel to approve the assignment of subcommittee chairs. The motion carried with all ayes.</p>			Approved
B. 2021 Employee Survey	<p>Mr. Pangelinan reported the following information:</p> <p>Overall Narrative and Takeaways from the 2021 Employee Survey:</p> <ul style="list-style-type: none"> The data shows that GMHA managers and leaders need more training to more effectively lead their teams. Managers and departmental/unit leaders need to further support communication efforts by effectively passing information onto their departments and meeting with staff regularly. Departmental managers could also benefit from Just Culture training and how to properly goal set and lead employees that want to grow. Employees feel an unfairness in treatment which is affecting morale and engagement. Employees also feel out of the loop in term of why decisions are being made. Staff almost uniformly agrees that more needs to be done for compensation and parking issues at GMHA. Clinical departments especially feel that conflict is not resolved in timely or professional manner; it is unclear if that stops at just the Charge Nurse/Unit Supervisors or if it feeds all the way up to the Executive Level. Senior leadership needs to be more involved, active and visible. There also needs to be stronger, more transparent justification for decision making on the senior leadership level...and connection to how it moves the hospital forward and connects back to our missions, goals, and strategic visions. Employees are seeking a more consultative 	Executive Management	None	Informational

	<p>decision making process, where appropriate, that is effectively communicated.</p> <ul style="list-style-type: none"> The communication tools currently used to reach staff are somewhat effective and should continue to be pushed forward. However, more ways of reaching staff need to be explored. <p>Plan Moving Forward:</p> <ul style="list-style-type: none"> Working with the departmental managers on corrective action plans based on the departmental responses. Preparing the launch of the electronic Employee Exit Survey. Discussions continue on ways to improve the survey and the frequency of it. 			
V. MANAGEMENT'S REPORT				
A. CIHQ Accreditation	<ul style="list-style-type: none"> ❖ The team has been conducting physical walkthroughs on a routine basis to correct the citations reported during the Mock Survey. ❖ The Clinical Mock Survey tentatively planned for October 2022, has been postpone until the first quarter of 2023. <ul style="list-style-type: none"> ➤ Primarily because the launch of the Electronic Health Records (EHR) has been move to October 2022. ➤ Having the Clinical Mock Survey in 2023 will allow time for the staff to become proficient and efficient with the EHR, as most of the questions asked will require staff to obtain data to from the EHR. ➤ Once the Clinical Mock Survey is completed, GMHA can apply for an actual Accreditation Survey 6 months after. 	Executive Management	None	Informational
B. Patient Census	<ul style="list-style-type: none"> ❖ Covid Census (as of June 30, 2022): 9 (1 ICU on ventilator support, 2 Telemetry, 1 Pediatrics) ❖ Total Patient Census (as of June 30, 2022): 159 (Combination of Covid and Non-Covid Census) ❖ Covid Deaths (as of June 30, 2022): 0 - in the last 48 hours. 	Executive Management	None	Informational

C. Travel Nurses	<ul style="list-style-type: none"> ❖ Total # of travel nurses: 41 (Combination of Medical Solutions, NuWest, and Aya Healthcare) ❖ Primarily being utilized in the ER, Hemodialysis, ICU, Telemetry, and Interventional Radiology. ❖ Efforts to decrease the hourly rates continue. Incoming nurses are being hired at \$120/hour 	Executive Management	None	Informational
D. Vaccination Clinic	<ul style="list-style-type: none"> ❖ Percentage of vaccinated employees and physician providers: 98% ❖ Percentage of boosted employees and physician providers: 71% ❖ # of Employees COVID positive, since January 2022: 524 <ul style="list-style-type: none"> ➢ Cleared: 499 ➢ Remain in Isolation: 25 	Executive Management	None	Informational
E. University of Guam BSN Recruitment Luncheon	<ul style="list-style-type: none"> ❖ The Nursing Administration hosted a Recruitment Luncheon with the 32 BSN Class of 2022 graduates on June 30, 2022. ❖ As a part of GMHA's nurse recruitment and retention strategy, GMHA will reimburse the 32 graduates for their first NCLEX test expense. 	Executive Management	None	Informational
F. Development of GMHA's 5-year Strategic Plan	<ul style="list-style-type: none"> ❖ Currently, in the cost negotiation process with the vendor that will assist GMHA with the development of its 5-year (CY2023-2027) strategic plan. GMHA is expecting the cost proposal on July 15, 2022. 	Executive Management	None	Informational
G. Establishment of VA Long Term Care Unit	<ul style="list-style-type: none"> ❖ GMHA executives met with Hawaii officials from the VA Pacific Islands Healthcare System to begin the discussions of establishing a 12-bed long-term care unit for the Guam Veterans at the Skilled Nursing Facility (SNF). 	Executive Management	None	Informational
H. Skilled Nursing Facility B-Wing Project	<ul style="list-style-type: none"> ❖ The two (2) contractors have started on the HVAC mechanical and structural construction for the B-Wing. 	Executive Management	None	Informational
I. GMH D-Wing Laboratory Rooftop and Structural Envelope Project	<ul style="list-style-type: none"> ❖ The D-Wing Rooftop and Structural Envelope project is ongoing. The anticipated completion date is September 2022. 	Executive Management	None	Informational
J. Ysrael Family Donation	<ul style="list-style-type: none"> ❖ During the beginning of the COVID-19 Pandemic in 2020, the Ysrael family donated \$240K via the Guam Memorial Hospital Volunteers Association. ❖ The donation was expended to aid in the COVID-19 response such as PPEs, high flow nasal 	Executive Management	None	Informational

	<p>cannulas, powered air purifying respirators (PAPRs), isolation masks, gowns, and the Volunteers purchased meals for the staff.</p> <ul style="list-style-type: none"> ❖ The Ysrael family requested a recognition of Diana Ysrael, who was a registered nurse. Discussions have started with Ms. Maria Perez, Mr. Theo Pangelinan, and the Facilities Maintenance Department, to place the memorial was on the 3rd floor outside of Respiratory Therapy Department. ❖ An unveiling ceremony will be forthcoming. 			
VI. GUAM MEMORIAL HOSPITAL VOLUNTEERS ASSOCIATION REPORT				
A. Guam Memorial Hospital Volunteers Association Ongoing Projects and Activities	<p>Mrs. Perez-Posadas on behalf of Ms. Pecon presented the following ongoing GMHVA Projects and Activities:</p> <ul style="list-style-type: none"> ❖ Baby Gift Kits: <ul style="list-style-type: none"> ○ The GMHVA provide the Baby Gift Kits to the uninsured and underinsured mothers. ○ This project is partly funded through a GEDA grant. ○ The Baby Gift Kit includes reusable diapers, blankets, and a baby grooming kit. ❖ Angles In Need Program: <ul style="list-style-type: none"> ○ This program was started in 2018 and provides financial support to parents of infants and children who need further off-island medical treatment ❖ Other Medical Equipment to Procure: <ul style="list-style-type: none"> ○ Ventilators ○ Pulmonary Rehabilitation Therapeutic Equipment ○ Pulmonary Function Test Machine ○ Stryker In-Touch Critical Care Bed for PICU ○ Blanket Warmers for the SNF ○ OR Medical Equipment 	GMHVA President	None	Informational
VII. BOARD SUBCOMMITTEE REPORTS				
A. Joint Conference and Professional		Chair & Vice-	None	

<p><u>Affairs</u></p> <ol style="list-style-type: none"> 1. <u>Res. 2022-42, Relative to Approving Revisions to the Medical Staff Initial Application for Medical Staff and Allied Health Providers</u> 2. <u>Res. 2022-43, Relative to the Appointment of Provisional Medical Staff Privileges</u> <ol style="list-style-type: none"> a. <u>Maida Ribati, MD</u> b. <u>Christopher Tan, MD</u> c. <u>Thendrex Estrella, MD</u> d. <u>Azita Mesbah, MD</u> 3. <u>Res. 2022-44, Relative to the Reappointment of Active Medical Staff Privileges</u> <ol style="list-style-type: none"> a. <u>Amanda Del Rosario, MD</u> b. <u>Virgilio Petero, MD</u> c. <u>John Fegurgur, MD</u> d. <u>Teresa Borja, DPM</u> e. <u>Nathaniel Berg, MD</u> f. <u>Scott Shay, MD</u> g. <u>Jennifer Chang, MD</u> h. <u>Edward Blounts, DO</u> 	<p>Res. 2022-42 is to revise the Medical Staff initial application for Medical Staff and Allied Health Providers to include the COVID-19 Vaccination.</p> <p>Trustee Waibel motioned, and it was seconded by Trustee Davis to approve Res. 2022-42 through 44. The motion carried with all ayes.</p>	Chair, JCPA		<p>Approved</p> <p>Approved</p> <p>Approved</p>
<p><u>B. Human Resources</u></p> <ol style="list-style-type: none"> 1. <u>Res. 2022-45, Relative to Amending the Extension of a 15% Working Differential to All Clinical Technicians in the Nursing and Professional Support Divisions, and to Include the Medical Services Division</u> 	<p>Res. 2022-45 will amend the previous resolution (Res. 2022-40) to include the Medical Services Division. Although there are no Medical Services Technicians to receive the 15% working differential at this time. However, the telemedicine services is expanding and will allow its technicians to receive this differential.</p> <p>Trustee Waibel motioned, and it was seconded by Dr. Um to approve Res. 2022-45, Relative to Extending a 15% Working Differential to All Clinical Technicians in the Nursing and Professional Support Divisions, and to Include the Medical Services Division. The motion carried with all ayes.</p>	Chair & Vice-Chair, HR	None	<p>Approved</p>

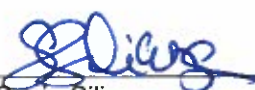
<p>2. <u>Res. 2022-46, Relative to Amending the Job Specification for the Performance Improvement Coordinator Position</u></p>	<p>Res. 2022-46 will amend the Performance Improvement Coordinator Job Specifications to remove the nurse requirement and instead require a one year experience in quality assessment and performance improvement work in the hospital setting.</p> <p>Trustee Davis motioned, and it was seconded by Trustee Waibel to approve Res. 2022-46, Relative to amending the Job Specifications for the Performance Improvement Coordinator Position. The motion carried with all ayes.</p>			<p>Approved</p>
<p><u>C. Facilities, Capital Improvement Projects, and Information Technology</u></p>	<p>Ms. Cruz informed the Board of the following EHR Project updates:</p> <ul style="list-style-type: none"> • Project Completion %: 84% • Integrated Test 2 was completed on May 6, 2022. • Integrated Test 3 is scheduled for August 8, 2022. • End User Training is scheduled for August – October 2022. • EHR Go-Live is scheduled for October 16, 2022. <p>Mr. Kando informed the Board of the following key accomplishments:</p> <ul style="list-style-type: none"> • GMH D-Wing Laboratory Rooftop and Structural Envelope Project: <ul style="list-style-type: none"> ○ Bid openings for the various phases will be forthcoming in the month of July 2022. • Z-Wing Demolition: <ul style="list-style-type: none"> ○ The removal of debris is scheduled for the second week of July 2022, which will prepare the area for the upcoming phase. • AHU Removal and Replacement: <ul style="list-style-type: none"> ○ 3 sets of AHU removal and replacements are ongoing. <ul style="list-style-type: none"> ▪ 1st Set: will be completed on July 1, 2022. 	<p>Chair & Vice-Chair, Fac, CIP, & IT</p>	<p>None</p>	<p>Informational</p>

	<ul style="list-style-type: none"> 2nd Set: 4 of 7 AHUs were completed as of June 30, 2022. 3rd Set: Projected completion by the end of October 2022. 			
D. <u>Governance, Bylaws, and Strategic Planning</u>	Trustee Siliang informed the Board that the Governance, Bylaws, and Strategic Planning Subcommittee did not meet in June 2022.	Chair & Vice-Chair, GBSP	None	Informational
E. <u>Quality and Safety</u>	<p>Mrs. Perez-Posadas informed the Board of the following:</p> <ul style="list-style-type: none"> ❖ Ms. Veronica Cruz completed the CY2019-2020 QAPI Report. ❖ CMS has recently revamped the QPI indicators and metrics, which will be discuss in further detail at the Subcommittee. 	Chair & Vice-Chair, Q&S	None	Informational
F. <u>Finance and Audit</u>	<p>Trustee Evaristo informed the Board that the Finance and Audit Subcommittee did not meeting in June 2022.</p> <p>----</p> <p>Ms. Hechanova informed the Board of the following:</p> <ul style="list-style-type: none"> • Cash Balance: \$8M (as of May 31, 2022) • Collections have improved for May and April 2022. 	Chair & Vice-Chair, F&A	None	Informational
VIII. PUBLIC COMMENT				
	There were no public comments made.	None	None	None
IX. ADJOURNMENT				
	There being no further business matters for discussion, Chairwoman Obispo declared the meeting adjourned at 6:58 p.m. motioned by Trustee Waibel and seconded by Trustee Davis. The motion carried with all ayes.	All Board members	None	Approved

Transcribed by:



Kamalin Toves
Administrative Assistant

Submitted by:


Sonia Siliang
Secretary

CERTIFICATION OF APPROVAL OF MINUTES: The minutes of the June 30, 2022 regular session meeting were accepted and approved by the GMHA Board of Trustees on this 28th day of July 2022.

Certified by: _____


Theresa Obispo
Chairperson



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
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BOARD OF TRUSTEES Official Resolution No. 2022-47

“RELATIVE TO THE APPOINTMENT OF PROVISIONAL MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Mark Enker, MD	Medicine	Internal Medicine	June 30, 2023
Arvind Gupta, MD	Medicine	Internal Medicine	June 30, 2023

WHEREAS, the above listed practitioners met the basic requirements for Provisional Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.3; and

WHEREAS, the Medical Executive Committee met on June 29, 2022 and the Joint Conference and Professional Affairs Committee met on July 13, 2022 and recommended approval of Provisional Medical Staff Membership appointment for the above listed practitioners; and

WHEREAS, all appointments to Provisional Medical Staff Membership require Board approval; now, therefore be it


RESOLVED, that the Board of Trustees approves this recommendation to appoint the above named practitioners to Provisional Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these appointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.


DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF JULY 2022.

Certified by:



Theresa Obispo
Chairperson

Attested by:



Sonia Siliang
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUĀHĀN

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BOARD OF TRUSTEES

Official Resolution No. 2022-48

“RELATIVE TO THE REAPPOINTMENT OF ACTIVE MEDICAL STAFF PRIVILEGES”

<u>Practitioner</u>	<u>Department</u>	<u>Specialty</u>	<u>Expiration Date</u>
Aaron Johansen, MD	Emergency Medicine	Emergency Medicine	June 30, 2024
Seung Young Huh, MD	Emergency Medicine	Emergency Medicine	June 30, 2024
Frankie Mendiola, MD	Emergency Medicine	Emergency Medicine	June 30, 2024
Kevin Brady, MD	Medicine	Internal Medicine	June 30, 2024
Arasalan Saleem, MD	Radiology	Radiology	June 30, 2024
Friedrich Bieling, MD	Ob/Gyn	Obstetrics/Gynecology	June 30, 2024
Deborah Swena, MD	Ob/Gyn	Obstetrics/Gynecology	June 30, 2024
Janet Nightingale, CNM	Ob/Gyn	Certified Nurse Midwife	June 30, 2024

WHEREAS, the above listed practitioners met the basic requirements for Active Medical Staff Membership as determined by the appropriate Medical Staff Departments and Committees pursuant to the GMHA Medical Staff Bylaws, Article IV, Section 4.2; and

WHEREAS, the Medical Executive Committee met on June 29, 2022 and the Joint Conference and Professional Affairs Committee met on July 13, 2022 and recommended approval of Active Medical Staff Membership reappointment for the above listed practitioners; and

WHEREAS, all reappointments to Active Medical Staff Membership require Board approval; now, therefore be it

RESOLVED, that the Board of Trustees approves this recommendation to reappoint the above named practitioners to Active Medical Staff as recommended; and, be it further

RESOLVED, that the Board of Trustees directs the Hospital Administrator to duly notify the practitioners listed above and all Hospital and Medical Departments of these reappointments; and be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Board of Trustees Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF JULY 2022.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sonia Siliang
Secretary



GUAM MEMORIAL HOSPITAL AUTHORITY

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BOARD OF TRUSTEES Official Resolution No. 2022-49

“RELATIVE TO ESTABLISHING AN INTENSIVE CARE NURSE RESIDENCY PROGRAM”

WHEREAS, one of GMHA’s significant challenges is the ability to adequately achieve enough nursing staff for its growing critical/intensive care patient population; and

WHEREAS, for decades, our island continues to have an increasing need for specialized nurses to maintain a bed capacity that can accommodate and adapt to the needs of our island’s growing population who are both aging and with more complex critical health issues; and

WHEREAS, in order to continue to meet GMHA’s mission, “To provide quality patient care in a safe environment,” we need to mentor and nurture our nurses with the support and provide a driving force for academic excellence in the advancement of their professional growth; and

WHEREAS, the tools and support to build a strong foundation and higher competency in caring for critical intensive care patients will be through the development and implementation of the Intensive Care Nurse Residency Program, aimed at increasing the confidence and abilities of our nurses and overall quality of care at GMHA; and

WHEREAS, this program is an opportunity to train novice and other hospital nurses to become prepared for the critical intensive care settings; and

WHEREAS, the Intensive Care Nurse Residency Program intends to create a strong learning base that standardizes the expectations and provide foundational information for ICU nurses as well as facilitate a smooth transition into critical intensive care nursing practice; and

WHEREAS, the program uses the American Association of Critical Care Nurses (AACN) - Essentials of Critical Care Orientation (ECCO) course for eight (8) weeks, plus the on-hand clinical orientation with a designated preceptor in the ICU for another eight (8) weeks. The combination of didactics through the evidence-based ECCO course and the on-hand clinical training create a curriculum that is streamlined to strengthen critical care core competencies; and

WHEREAS, increasing hospitalizations and the COVID-19 pandemic have forced our hospital to call upon assistance in the form of costly travel nurses, as we continually strive to keep up with the demands of increasing number of hospitalizations beyond our staffed capacity; and

WHEREAS, we are unable to continue sustaining a hospital census at a maximum bed capacity with our current local staff nurses alone. We recognize the urgency to tap into building our



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internal resources and setting a strong learning base that will serve as a long-term foundation for developing our very own critical care/intensive care nurses; and

WHEREAS, as Guam's only public hospital, we need to take on one of our longest standing challenges of molding and fostering the strength of our local nurses to be proficient, confident, expert and intuitive on the forefront of our island's healthcare system; and

WHEREAS, effective August 1, 2022, GMHA will support the investment cost of the education of each learner to complete the ECCO course and clinical application training. The cost will include the one-time fee of \$5,500 for three years as a Single-Site Learn Center. This allows up to ten learners at \$315 per learner. The investment of an 8-week paid education time for each learner is up to \$3,631.48, cost to vary depending on the nurse's hourly wage. This cost can vary with each cohort. The total cost for this 8-week education period is far less than the cost of a travel nurse; and

WHEREAS, this program will also be available to nurses in the Progressive Care Unit and will implement programs for GMHA's Neonatal Intensive Care Unit and Pediatric Intensive Care Unit nurses; and

WHEREAS, each learner will commit to a three-year employment contract at the completion of the program; and

WHEREAS, by implementing this program, GMHA supports our local nurses to grow professionally, promotes a sense of value by the organization, and eventually decrease the reliance of costly travel nurses; and

WHEREAS, the time is now for a commitment to an invaluable investment, in the creation of a more sustainable and robust source of nurse professionals here at home; and

RESOLVED, effective August 1, 2022, the GMHA BOT has determined that it is in the best interest of GMHA to support the implementation and costs of the Intensive Care Nurse Residency Program, using the combination of didactics through the evidence-based AACN ECCO course with the combination of hands-on clinical training, be it further

RESOLVED, that this Intensive Care Nurse Residency Program will also be available to nurses in the Progressive Care Unit and will implement programs for GMHA's Neonatal Intensive Care Unit and Pediatric Intensive Care Unit nurses, be it further



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RESOLVED, that the Intensive Care Nurse Residency Program shall be implemented by a Standard Operating Procedure created by Nursing Administration, and approved by the Executive Management Team, be it further

RESOLVED, that the Board of Trustees Chairperson certifies and the Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF JULY 2022.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sonia Siliang
Secretary



GUAM MEMORIAL HOSPITAL
INTENSIVE CARE NURSE RESIDENCY PROGRAM

MISSION

"To provide quality patient care in a safe environment."

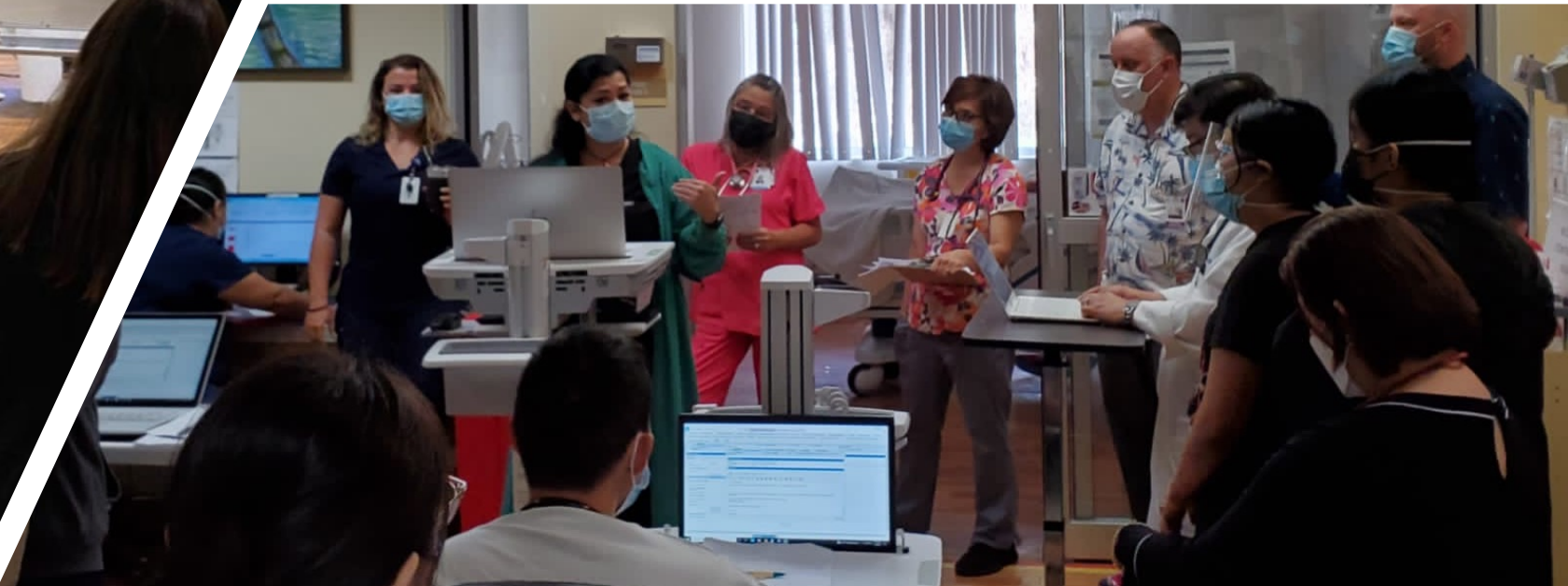
-Guam Memorial Hospital Authority

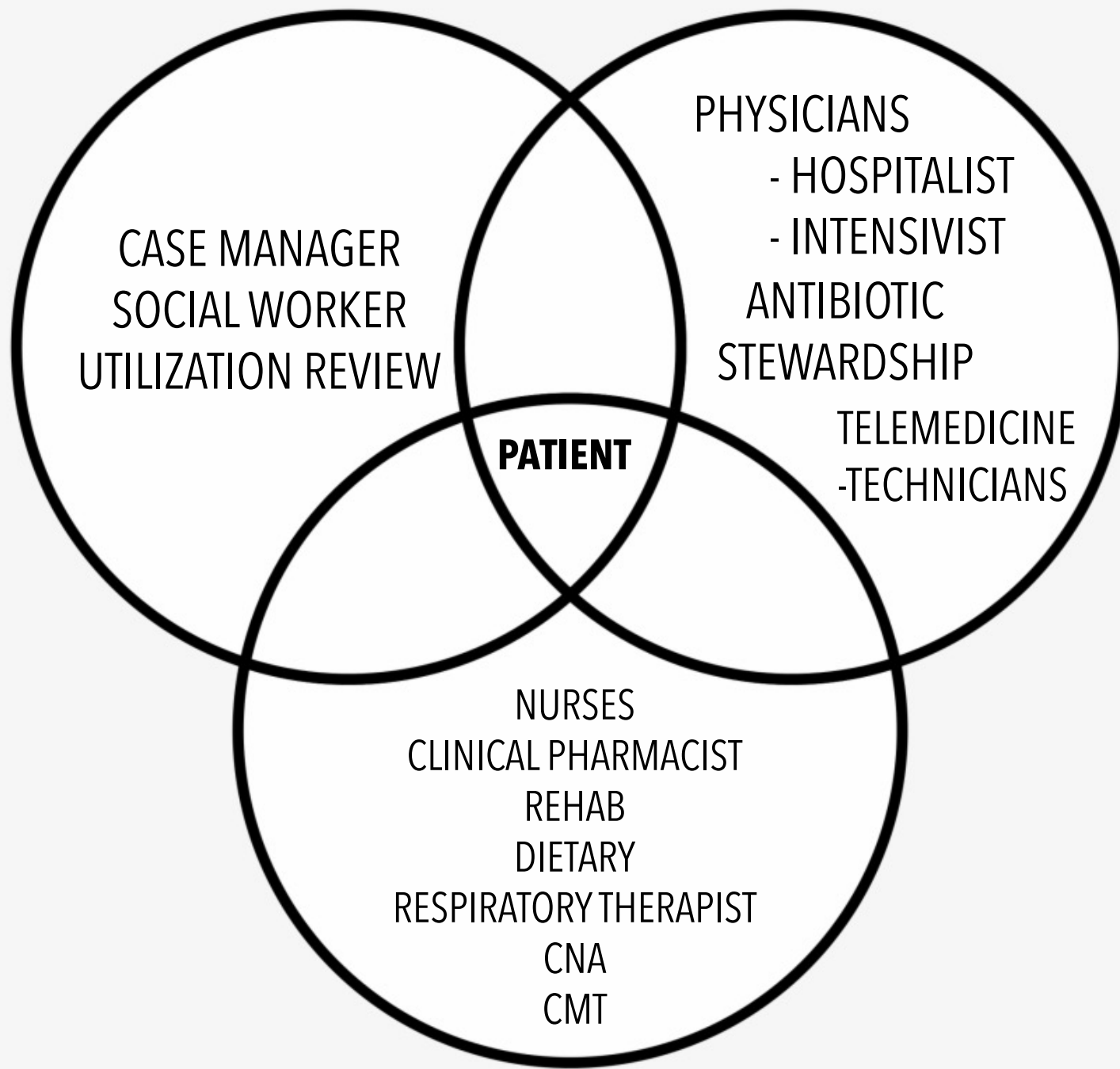
VISION

"Nursing aspires to achieve excellence in practice by participating in professional role development, continuing education, quality performance and improvement, ethical decision making, and review and clinical application of research findings."

Mission and Vision of the Nursing Services Division Policy 6301-I A-7

THE EVOLUTION OF THE ICU







PROGRAM OBJECTIVES

- To provide nurses with an opportunity for personal and professional growth and development
- To develop skills to enhance professional practice, including critical analysis, creative thinking, decision making, and communication
- To develop a greater understanding of the principles and skills which encompass the various aspects of critical care nursing

INTENSIVE CARE NURSE RESIDENCY PROGRAM

1. American Association of Critical-Care Nurses
Essentials of Critical Care Orientation (ECCO)
2. Classroom and Laboratory
3. Clinical Orientation with Preceptor

1. ESSENTIALS OF CRITICAL CARE ORIENTATION (ECCO)

- Used nationally to onboard PCU and ICU nurses
- Active for 1 year
- 18 modules
- Content updated regularly to reflect latest critical care clinical practices
- Interactive real-life scenarios
- Offers 75.45 continuing education (CE) contact hours
- Opportunity for certification (CCRN-a certification for Critical Care Registered Nurse)

Nurse Residency Programs:

Providing Organizational Value

Amy Sutor, MSN, RN, CCRN-K, NP-D-BC and Jennifer Painter, DNP, APRN, CNS, NEA-BC, NP-D-BC, OCN, AOCNS, LSSBB
ChristianaCare, Newark Delaware

Abstract


A review and discussion of creating nurse residency programs employing the recommendations from accrediting bodies to demonstrate organizational value. Utilizing an accredited framework to create nurse residency programs demonstrates organizational impact and value by ensuring

ECCO Assessing and Managing Pulmonary Edema, RVMI, Cardiogenic Shock, and Other Complications of ACS ICU Tools Page 6/17

NURSES' STATION RVMI

Patient Update

One hour after admission, Mr. Vandelay's telemetry monitor alarms for HR 48 bpm, and you identify second-degree AV heart block Type II. He is ashen-colored and complains of mild dyspnea, dizziness, and chest pain. You notice jugular venous distention (JVD). A stat ECG and right chest ECG shows ST elevation of 2-3 mm in leads II, III, and aVF, and ST elevation at 1 mm in RV₄. His RR is 30 and BP 80/50 (60). However, his lung sounds are clear, and his SpO₂ is 90% on 2 L NC. You need to manage this patient's care.



For more information on 12-lead ECGs, see the Resources section.

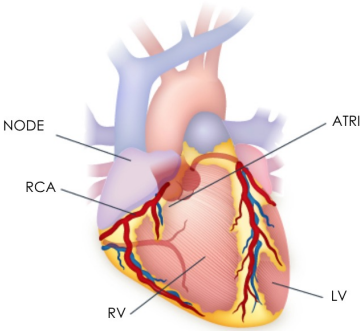
PREV NEXT

ECCO Assessing and Managing Pulmonary Edema, RVMI, Cardiogenic Shock, and Other Complications of ACS ICU Tools Page 4/17

NURSES' STATION RVMI

Other Effects of RCA Blockage

Review the following diagram of RCA blood supply.



In addition to supplying blood to the RV, the RCA also supplies 25% to 35% of the LV myocardium, and to both the sinoatrial (SA) node and atrioventricular (AV) node.

Depending on where in the RCA the blockage is, both ventricles can be affected and there is potential for bradycardia and heart blocks.

RCA Blood Supply

PREV NEXT



2. CLASSROOM & LABORATORY

- Review of disease states
- ICU specific protocols
- Hands-on trainings/simulations:
 - Life saving procedures (Code Blue, ACLS)
 - Intubations
 - Arterial Lines
 - Central Lines
 - Chest Tubes
 - Bronchoscopies



3. CLINICAL ORIENTATION WITH PRECEPTOR

- Facilitate a safe and smooth transition
- Apply knowledge and skills at the bedside
- Familiarize with unit operations
- Practice and apply concepts from ECCO
- Observe and participate in multidisciplinary rounds

MONTH 1

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 12HR SHIFT	2	3 ECCO (8HR SHIFT)	4 ECCO (8HR SHIFT)	5 12HR SHIFT	6	7
8	9	10 ECCO (8HR SHIFT)	11 ECCO (8HR SHIFT)	12 12HR SHIFT	13 12HR SHIFT	14
15	16 12HR SHIFT	17 ECCO (8HR SHIFT)	18 ECCO (8HR SHIFT)	19 12HR SHIFT	20	21
22	23	24 ECCO (8HR SHIFT)	25 ECCO (8HR SHIFT)	26 12HR SHIFT	27 12HR SHIFT	28
29 12HR SHIFT	30 12HR SHIFT	31 ECCO (8HR SHIFT)	ECCO (8HR SHIFT)			

MONTH 2

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3 ECCO (8HR SHIFT)	4 ECCO (8HR SHIFT)	5 12HR SHIFT	6 12HR SHIFT	7
8 12HR SHIFT	9	10 LAB (8HR SHIFT)	11 LAB (8HR SHIFT)	12 12HR SHIFT	13	14
15	16	17 MAKE-UP (8HR SHIFT)	18 MAKE-UP (8HR SHIFT)	19 12HR SHIFT	20 12HR SHIFT	21
22 W/ PRECEPTOR (12HR SHIFT)	23 W/ PRECEPTOR (12HR SHIFT)	24	25	26 W/ PRECEPTOR (12HR SHIFT)	27	28
29	30	31 W/ PRECEPTOR (12HR SHIFT)	W/ PRECEPTOR (12HR SHIFT)	W/ PRECEPTOR (12HR SHIFT)		W/ PRECEPTOR (12HR SHIFT)

MONTH 3

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 W/ PRECEPTOR (12HR SHIFT)	2	3 W/ PRECEPTOR (12HR SHIFT)	4	5 W/ PRECEPTOR (12HR SHIFT)	6	7
8	9	10 W/ PRECEPTOR (12HR SHIFT)	11 W/ PRECEPTOR (12HR SHIFT)	12 W/ PRECEPTOR (12HR SHIFT)	13	14 W/ PRECEPTOR (12HR SHIFT)
15	16 W/ PRECEPTOR (12HR SHIFT)	17 W/ PRECEPTOR (12HR SHIFT)	18	19	20	21 W/ PRECEPTOR (12HR SHIFT)
22	23	24	25 W/ PRECEPTOR (12HR SHIFT)	26 W/ PRECEPTOR (12HR SHIFT)	27 W/ PRECEPTOR (12HR SHIFT)	28 W/ PRECEPTOR (12HR SHIFT)
29	30 W/ PRECEPTOR (12HR SHIFT)	31 W/ PRECEPTOR (12HR SHIFT)			W/ PRECEPTOR (12HR SHIFT)	

MONTH 4

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 W/ PRECEPTOR (12HR SHIFT)	3 W/ PRECEPTOR (12HR SHIFT)	4	5	6 W/ PRECEPTOR (12HR SHIFT)	7 W/ PRECEPTOR (12HR SHIFT)
8	9	10	11	12	13	14
	Essentials of Critical Care Orientation (ECCO)			96 HOURS		
15	Classroom and Laboratory			32 HOURS		
22	Clinical orientation with preceptor			320 HOURS		
29	TOTAL PROGRAM HOURS			448 HOURS		

GOING LOCAL

YEAR	BED CAPACITY	# OF NURSES NEEDED	LOCAL NURSES	TRAVEL NURSES
2019	6 (peak 8)	15	10	5
2020	22 (peaked 28)	56	15	41
2021	18	54	18	36
2022	14 (peak 18)	49	20	29
Present	14	43	20	23

INVESTMENT- ECCO

LOCAL NURSES

20

47%

TRAVEL NURSES

23

53%

Single-Site LearnCenter

6 months \$1,200

1 year \$2,200

2 years \$3,950

3 years \$5,500

Single-Site LearnCenter

Courses Available in the LearnCenter

Number of Learners

3-10

11-25

26-99

Orientation & Essentials

Essentials of Critical Care
Orientation (ECCO)

\$315

\$289

\$258

Other Fees

LMS Site Manager access

3 site managers FREE, \$350 per additional site manager

LMS Administrator Access

\$100 per administrator

INVESTMENT-EDUCATION

Local RN w/ 1 year of experience:

\$ 20.73 base pay (w/ 25% RN differential)
= **\$25.91 per hour**

Essentials of Critical Care Orientation (ECCO)	96 HOURS
Classroom and Laboratory	32 HOURS
Clinical orientation with preceptor	320 HOURS
TOTAL PROGRAM HOURS	448 HOURS

INDIVIDUAL LEARNER COST

\$25.91 x 128 (paid education hours) = **\$3,316.48**

+

\$315 (ECCO per learner)

TOTAL COST PER LEARNER = **\$3,631.48**

CURRENT COST FOR ONBOARDING NEW NURSES

Local RN w/ 1 year of experience:
\$25.91 per hour x **320 hours**
= \$8,291.20

Essentials of Critical Care Orientation (ECCO)	96 HOURS
Classroom and Laboratory	32 HOURS
Clinical orientation with preceptor	320 HOURS
TOTAL PROGRAM HOURS	448 HOURS

	LOCAL STAFF RN PRECEPTOR	CURRENT TRAVELER	HIGHEST PAID TRAVELER
HOURLY RATE	\$46.94 <small>\$26.08 BASE PAY 25% GMH RN DIFF 15% CERT DIFF 40% CCRN DIFF</small>	\$150	\$225
320 HOUR ORIENTATION PERIOD	\$15,020.80	\$48,000	\$72,000
320 HOUR ORIENTATION + STUDENT (\$8, 291.20)	\$23,312	\$56,291.20	\$80,291.20

INVESTMENT PER LEARNER

ECCO Cost per Learner	-	\$315
Essentials of Critical Care Orientation (ECCO) + Classroom and Laboratory	128 HOURS	\$3,316.48
Clinical Orientation	320 HOURS	\$8,291.20
PROGRAM TOTAL	448 HOURS	\$11,922.68

TOTAL COST OF INVESTMENT

Single Site LearnCenter Fee	-	\$5,500
ECCO Cost per Learner	-	\$315
Essentials of Critical Care Orientation (ECCO) + Classroom and Laboratory	128 HOURS	\$3,316.48
Clinical Orientation w/ Local RN Preceptor	320 HOURS	\$23,312
PROGRAM TOTAL	448 HOURS	\$32,443.48

SHORT-TERM GOALS

- Conduct preceptor training
- Program go live in 2022
- Select a cohort size of 3
- Contract commitment for up to 3 years after program completion

LONG-TERM GOALS

- Sustainability and retention of nurses
- Cycle of mentorship
- Local preceptor pool will increase in size
- Return of investment

PROGRAM BENEFITS

- **Sustainability**
- Empowerment
- Confidence
- **Feel valued and supported by the organization**
- Formal education
- Timely and thorough assessment
- Application of knowledge
- Improved critical thinking
- Enhanced team building
- **Personal and professional growth**
- **Cycle of mentorship** (resources for other nurses: RRTs, Code Blue)
- **Better patient outcomes**
- **Better bedside care**

Nurse Residency Programs:

Providing Organizational Value

Amy Sutor, MSN, RN, CCRN-K, [...], and LSSBB

[Additional article information](#)

Abstract

A review and discussion of creating nurse residency programs employing the recommendations from accrediting bodies to demonstrate organizational value. Utilizing an accredited framework to create nurse residency programs demonstrates organizational impact and value by ensuring

REFERENCES

- American Association of Critical-Care Nurses. 2020. Essentials of Critical Care Orientation-AACN. <https://www.aacn.org/education/online-courses/essentials-of-critical-care-orientation?tab=Successful%20Completion>
- Guam Memorial Hospital Authority. 2017. Guam Memorial Hospital Authority Administrative Manual. https://gmha.org/wp-content/uploads/Department_Policies/Administration/A-100.pdf
- Sutor, A., Painter, J. (2020). Nurse Residency Programs:: Providing Organizational Value. *Delaware journal of public health*, 6(1), 58–61. <https://doi.org/10.32481/djph.2020.04.013>



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



BOARD OF TRUSTEES Official Resolution No. 2022-50

“RELATIVE TO ESTABLISHING A RECRUITMENT INCENTIVE FOR RECENT NURSING GRADUATES”

WHEREAS, GMHA recognizes that hiring in the healthcare industry, and particularly for nurses has been increasingly and perennially challenging; and

WHEREAS, even before the COVID-19 pandemic, nursing shortages occurred due to economic changes, waves of retiring nurses, and increased health demands; and

WHEREAS, as the pandemic hit in March 2020, nurses, who represent the largest group of health care professionals in the country were already under strain due to retirements outpacing new nurses, increased demand in healthcare due to aging populations, and increases in chronic and complicated disease populations; and

WHEREAS, demands for nurses continued to surge during the COVID-19 pandemic. This combined with existing factors considerably worsened the nursing shortage and exposed the workplace challenges that nurses face; and

WHEREAS, the hospital systems are getting more competitive with each other, trying to attract the best, the brightest, and experienced in nursing to their facilities. Locally, GMHA competes with a nursing job market at the other two hospitals, various clinics, federal healthcare clinics, as well as off-island facilities; and

WHEREAS, the ability to source quality candidates is vital to a competitive job market for nurses; and

WHEREAS, the US Bureau of Labor and Statistics projects 194,500 average annual openings for registered nurses between 2020 and 2030, with employment projected to grow 9%; and

WHEREAS, there are accelerations in nurse retirements. In 2020, the median age of RNs was 52 years with more than one-fifth indicating intent to retire over the next five (5) years, according to the 2020 National Council of State Boards of Nursing and the National Forum of State Nursing Workforce; and

WHEREAS, the University of Guam has an average of 20-30 BSN graduating class of RN candidates annually; and



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WHEREAS, the Guam Community College has an Associate Degree in Nursing (ADN) graduating class of LPN candidates annually; and

WHEREAS, a sign-on bonus is a significant motivator in getting qualified nurse graduates into GMHA; and

WHEREAS, the hospitals across the U.S. give sign-on bonuses ranging from \$2,000-\$15,000; and

WHEREAS, GMHA supports the recruitment incentive of a sign-on bonus of \$1,500 for new nurses who graduated within the last two years, be it further

RESOLVED, that effective August 1, 2022, GMHA will establish a recruitment incentive sign-on bonus in the amount of \$1,500 for newly hired nurse graduates who graduated within the last two years, to be paid upon the employee achieving a permanent work status.

RESOLVED, that this recruitment incentive sign-on bonus shall be implemented by a Standard Operating Procedure, created by Nursing Administration, and approved by the Executive Management Team.

RESOLVED, that the Standard Operating Procedure includes a two-year employment period with an offer for another \$1500 bonus for an additional two years. And with a reimbursement requirement if the employment requirement is not met, in the amount of the total incentive divided by the number of months of employment.

RESOLVED, that this recruitment incentive will be evaluated in a year's time to determine its effectiveness.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF JULY 2022.

Certified by:

Theresa Obispo
Chairperson

Attested by:

Sonia Siliang
Secretary

Recruitment Incentive for New Nurse Graduates

Guam Memorial Hospital Authority



**GUAM MEMORIAL
HOSPITAL AUTHORITY**
ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN

The Nursing Shortage

GMHA recognizes that hiring in the healthcare industry, and particularly for nurses has been increasingly challenging.

Even before the COVID-19 pandemic, nursing shortages occurred due to economic changes, waves of retiring nurses, and increased health demands.

As the pandemic hit in March 2020, nurses, who represent the largest group of health care professionals in the country were already under strain due to retirements outpacing new nurses, increased demand in healthcare due to aging populations, and increases in chronic disease populations.

Demands for nurses continued to surge during the COVID-19 pandemic. This combined with existing factors considerably worsened the nursing shortage and exposed the workplace challenges that nurses face.

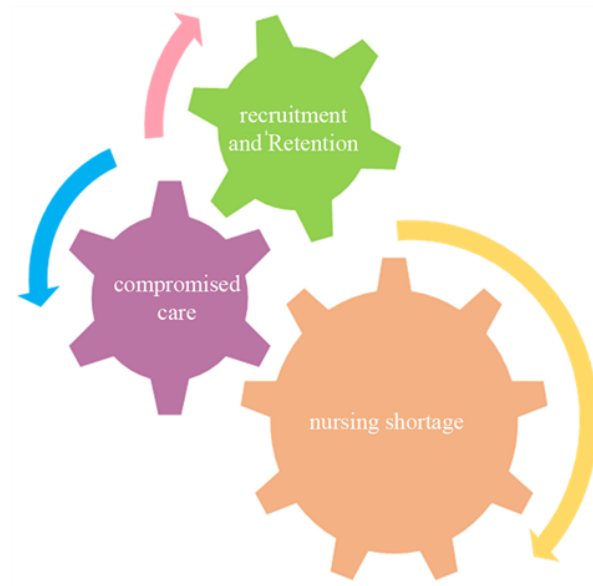
Hospital systems are getting more competitive with each other, trying to attract the best and the brightest in nursing to their facilities. Locally, GMHA competes with a nursing job market at the other two hospitals, various clinics, federal healthcare clinics, and off-island facilities.

The ability to source quality candidates is vital to a competitive job market for nurses

More on the Nursing Shortage

The US Bureau of Labor and Statistics projects 194,500 average annual openings for registered nurses between 2020 and 2030, with employment projected to grow 9%.

There are accelerations in nurse retirements. In 2020, the median age of RNs was 52 years with more than one-fifth indicating intent to retire over the next five (5) years, according to the 2020 National Council of State Boards of Nursing and the National Forum of State Nursing Workforce.



Potential candidates in our arena..



University of Guam has a BSN graduating class of RN candidates annually.

UOG BSN Class of 2022 graduated 32.



The Guam Community College has an ADN graduating class of LPN candidates annually.

GCC ADN Class of 2022 graduated 13.

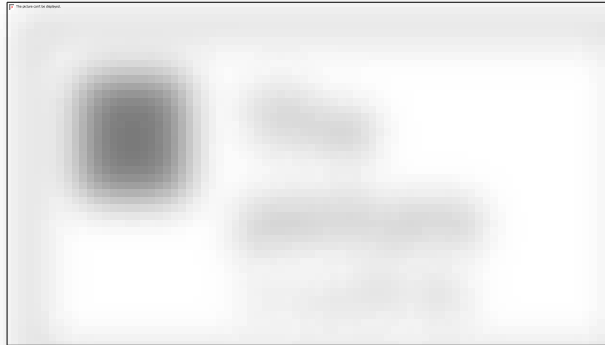
What is the incentive for new graduates?

The new incentive proposed for new nurse graduates is a Sign-On Bonus



What is a Sign-On Bonus?

A sign-on bonus is a financial incentive that's usually in the form of a cash/check payment. The new employer pays this when an employee accepts a role. Employers hope that offering this incentive encourages highly skilled individuals to choose their job over other offers. This bonus is in addition to the usual package of benefits offered to the employee that includes annual leave and other benefits.



Why do hospitals offer Sign-On Bonuses to nurses?

Nurses continue to be in high demand. Leading healthcare organizations and hospitals work hard to provide offers that are competitive and that will attract top talent.

Sign-on bonuses are offered in response to rapidly changing demands in today's healthcare labor market.

Hospital systems are getting more competitive with each other, trying to attract the best and the brightest in nursing to their facilities. Sign-on bonuses with most hospitals average around \$2,000 to 15,000



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Why should GMHA offer Sign-On Bonuses to new graduates?

GMHA, like many hospitals are still in a nursing shortage.

UOG and GCC are our only local resources producing nursing graduates.

The next UOG BSN graduating class will have only 18 graduates in 2023, due to limitations from the COVID-19 pandemic.

We must work hard to attract as many as we can from the recent graduating classes.

Additionally, all novice nurses are hired at Step 1 in the Government of Guam Nurses Pay Plan.

As new graduates and with no professional work experience, they do not qualify for an above-step recruitment.



What amount is proposed for each applicant?

\$1500 per new graduate

To be awarded when the new employee's status becomes permanent.

This is usually after the 6-month probationary period.

If we are able to recruit 20 graduates, this will cost \$30,000.

Much less compared to the cost of travel nurses.



Who is eligible for the incentive?

New nurse hires who are graduates within the last two years.



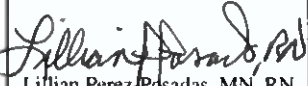
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Questions?



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**GUAM MEMORIAL HOSPITAL AUTHORITY
ADMINISTRATIVE MANUAL**

APPROVED BY:	RESPONSIBILITY:	EFFECTIVE DATE:	POLICY NO.	PAGE
 Lillian Perez Psadas, MN, RN Hospital Administrator/CEO	Administration	August 8, 2022	A-100	1 of 1
TITLE: MISSION STATEMENT				
LAST REVIEWED/REVISED: 03/2022				
ENDORSED: EMC 06/2022, BOT-GBSP 07/2022, BOT 07/2022				

PURPOSE:

To define the Guam Memorial Hospital Authority's (GMHA) mission.

POLICY:

Per GMHA Board of Trustees Resolution No. 0986, the Guam Memorial Hospital Authority has adopted the Mission Statement.

“To provide quality patient care in a safe environment.”

PROCEDURE:

1. The Mission Statement must be reviewed at least every three years by the Executive Management Council, and the Board of Trustees as part of the strategic planning process.
2. The GMHA Board of Trustees must approve any changes to the Mission Statement.
3. Upon approval, the Hospital Administrator will distribute the Mission Statement throughout the organization, following GMHA Administrative Manual policy no. A-IM500, *Policy Development, Revision, Approval, and Distribution*.

RESCISSION:

Policy A-100, *Mission Statement* of the GMHA Administrative Manual, made effective December 20, 2017.

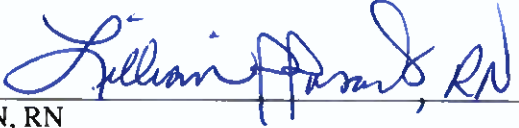


**GUAM MEMORIAL HOSPITAL AUTHORITY
REVIEW AND ENDORSEMENT CERTIFICATION**

The signatories on this document acknowledge that they have reviewed and approved the following:

Submitted by: Justine Camacho – Administration Office


Policy No.: A-100

Policy Title: Mission Statement

Approved by Committee: Reviewed/Endorsed:	Date 06/16/2022	Signature
		
Name:	Lillian Perez-Posadas, MN, RN	
Title:	Chairperson, Executive Management Council	
Approved by Committee: Reviewed/Endorsed:	Date 7/19/2022	Signature
		
Name:	Sonia Siliang	
Title:	Chairperson, BOT-Governance, Bylaws, & Strategic Planning Subcommittee	
Approved by Committee: Reviewed/Endorsed:	Date 7/28/22	Signature
		
Name:	Theresa Obispo	
Title:	Chairperson, Board of Trustees	

*Use more forms if necessary. All participating departments/committees in developing the policy should provide signature for certification prior to submitting to the Administration Office.

**GUAM MEMORIAL HOSPITAL AUTHORITY
ADMINISTRATIVE MANUAL**

APPROVED BY:	RESPONSIBILITY:	EFFECTIVE DATE:	POLICY NO.	PAGE
 Lillian Perez-Pasadas, MN, RN Hospital Administrator/CEO	Administration	August 8, 2022	A-110	1 of 1
TITLE: VISION STATEMENT				
LAST REVIEWED/REVISED: 03/2022				
ENDORSED: EMC 06/2022, BOT-GBSP 07/2022, BOT 07/2022				

PURPOSE:

To define Guam Memorial Hospital Authority's (GMHA) vision.

POLICY:

Per GMHA Board of Trustees Resolution No. 0986, the Guam Memorial Hospital Authority has established the direction for the organization's future with the vision statement below.

“To achieve a culture and environment of safety and quality patient care meeting national standards and addressing the community's needs in a fiscally responsible, autonomous hospital.”

PROCEDURE:

1. The GMHA Board of Trustees Governance, Bylaws, and Strategic Planning Committee shall be responsible for developing the hospital's Vision Statement.
2. The Vision Statement must be reviewed at least every three years by the Executive Management Council, and the Board of Trustees as part of the strategic planning process.
3. The GMHA Board must approve any changes to the Vision Statement.
4. Upon approval, the Hospital Administrator/CEO shall distribute the Vision Statement throughout the organization, following GMHA Administrative Manual policy no. A-IM500, *Policy Development: Format, Approval, and Distribution*.

RESCISSION:

Policy No A-110, *Vision Statement* of the Administrative Manual made effective December 20, 2017.




**GUAM MEMORIAL HOSPITAL AUTHORITY
REVIEW AND ENDORSEMENT CERTIFICATION**

The signatories on this document acknowledge that they have reviewed and approved the following:

Submitted by: Justine Camacho – Administration Office


Policy No.: A-110

Policy Title: Vision Statement

Approved by Committee: Reviewed/Endorsed:	Date 06/16/2022	Signature
		
Name:	Lillian Perez-Posadas, MN, RN	
Title:	Chairperson, Executive Management Council	
Approved by Committee: Reviewed/Endorsed:	Date 7/19/2022	Signature
		
Name:	Sonia Siliang	
Title:	Chairperson, BOT-Governance, Bylaws, & Strategic Planning Subcommittee	
Approved by Committee: Reviewed/Endorsed:	Date 7/28/22	Signature
		
Name:	Theresa Obispo	
Title:	Chairperson, Board of Trustees	

*Use more forms if necessary. All participating departments/committees in developing the policy should provide signature for certification prior to submitting to the Administration Office.

**GUAM MEMORIAL HOSPITAL AUTHORITY
ADMINISTRATIVE MANUAL**

APPROVED BY:	RESPONSIBILITY:	EFFECTIVE DATE:	POLICY NO.	PAGE
 Lillian Perez-Posadas, MN, RN Hospital Administrator/CEO	Administration	August 8, 2022	A-120	1 of 1
TITLE: STATEMENT OF VALUES				
LAST REVIEWED/REVISED: 03/2022				
ENDORSED: EMC 06//2022, BOT-GBSP 07/2022, BOT 07/2022				

PURPOSE:

To define the Guam Memorial Hospital Authority's (GMHA) Statement of Values.

POLICY:

The Guam Memorial Hospital Authority will use the Statement of Values as the guiding principles for the organization's operations and delivery of care.

- ✓ **Accountability;**
- ✓ **Cost Efficiency;**
- ✓ **Excellence in Service;**
- ✓ **Safety; plus**
- ✓ **Quality**

PROCEDURE:

1. The GMHA Board of Trustees Governance, Bylaws, and Strategic Planning Subcommittee shall be responsible for developing the hospital's Statement of Values.
2. The Statement of Values must be reviewed at least every three years by the Executive Management Council and the Board of Trustees as part of the strategic planning process.
3. Any and all changes to the Statement of Values must be approved by the GMHA Board of Trustees.
4. Upon the approval, the Hospital Administrator/CEO shall distribute the Statement of Values throughout the organization, in accordance with GMHA Administrative Manual policy no. A-IM500, *Policy Development: Format, Approval, and Distribution*.

RESCISSION:

Policy No. A-120, *Statement of Values* of the GMHA Administrative Manual made effective December 20, 2017.




**GUAM MEMORIAL HOSPITAL AUTHORITY
REVIEW AND ENDORSEMENT CERTIFICATION**

The signatories on this document acknowledge that they have reviewed and approved the following:

Submitted by: Justine Camacho – Administration Office

Policy No.: A-120

Policy Title: Statement of Values

Approved by Committee: Reviewed/Endorsed:	Date	Signature
	06/16/2022	
Name:	Lillian Perez-Posadas, MN, RN	
Title:	Chairperson, Executive Management Council	
Approved by Committee: Reviewed/Endorsed:	Date	Signature
	7/19/2022	
Name:	Sonia Siliang	
Title:	Chairperson, BOT-Governance, Bylaws, & Strategic Planning Subcommittee	
Approved by Committee: Reviewed/Endorsed:	Date	Signature
	7/28/22	
Name:	Theresa Obispo	
Title:	Chairperson, Board of Trustees	

*Use more forms if necessary. All participating departments/committees in developing the policy should provide signature for certification prior to submitting to the Administration Office.



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÑ

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



Board of Trustees Official Resolution No. 2022-51

“RELATIVE TO APPROVING TWENTY-SIX (26) NEW FEES”

WHEREAS, Public Law 26-66, places the rate making authority of the Guam Memorial Hospital Authority under the GMHA Board of Trustees; and

WHEREAS, the GMHA Board of Trustees has reviewed the Public Law 26-66; and

WHEREAS, a Public Hearing was held on June 24, 2022 and oral comments and written testimony have been solicited regarding the Twenty-Six (26) new fees comprised of the following Hospital departments: Interventional Radiology, Medicine MD, OR (Surgery & Recovery), Pharmacy, Special Services, Physical Therapy and Speech Therapy; and

WHEREAS, the GMHA Board of Trustees has reviewed the list of new fees and found the same to be in order; now therefore be it,

RESOLVED, that the GMHA Board of Trustees directs the Hospital Administrator/CEO to continue to proceed with the adjudication process of these 26 new fee items, and be it further

RESOLVED, that the Chairperson certifies and the Secretary attests to the adoption of this resolution.

DULY AND REGULARLY ADOPTED ON THIS 28th DAY OF JULY 2022.

Certified By:

Theresa Obispo
Chairperson

Attested By:

Sonia Siliang
Secretary

GUAM MEMORIAL HOSPITAL AUTHORITY
SUMMARY OF NEW FEE ITEMS/SERVICES
for Submission to the 36th Guam Legislature
Public Hearing on June 24, 2022

NO	CHARGE CODE	DESCRIPTION	FEE MODEL RATE	DEPARTMENT	Description	Effective Date
1	2198054	Guiding Sheath 65CM x 35CM 8F	\$640.30	INTERVENTIONAL RADIOLOGY	Supplies	3/22/2022
2	2198055	Sheath Guiding Peripheral 8F90	\$655.42	INTERVENTIONAL RADIOLOGY	Supplies	3/22/2022
3	2198053	G09500 Cathether Biliary 14F 4	\$608.61	INTERVENTIONAL RADIOLOGY	Supplies	3/16/2022
4	93246	Ext ECG>7D<15D Recording	\$47.00	MEDICINE-MD	Professional Fee	5/3/2022
5	93248	Ext ECG>7D<15D Recording REV &	\$77.00	MEDICINE-MD	Professional Fee	5/3/2022
6	7099623	Ventralight ST Mesh 6x8	\$2,485.13	OR(SURGERY & RECOVERY)	Supplies	5/25/2022
7	7099624	Ventralight ST Mesh 6x10	\$2,485.13	OR(SURGERY & RECOVERY)	Supplies	5/25/2022
8	7099625	Disposable Adult Skull Pin	\$1,175.00	OR(SURGERY & RECOVERY)	Supplies	5/25/2022
9	7099613	Saw Blade 50mmx70mmx8mm	\$626.50	OR(SURGERY & RECOVERY)	Supplies	3/3/2022
10	7099614	Saw Blade 27mmx50mmx6mm	\$626.50	OR(SURGERY & RECOVERY)	Supplies	3/3/2022
11	7099615	Saw Blade 14mmx50mmx6mm	\$626.50	OR(SURGERY & RECOVERY)	Supplies	3/3/2022
12	7099616	Saw Blade 10mmx25mmx6mm	\$626.50	OR(SURGERY & RECOVERY)	Supplies	3/3/2022
13	7099617	Saw Blade 6mmx25mmx6mm	\$626.50	OR(SURGERY & RECOVERY)	Supplies	3/3/2022
14	4299931	Ceftazidime 2g/avibactam 0.5(A	\$980.00	PHARMACY	Medicine-Items	4/20/2022
15	4299928	Omnipaque 350mg/ml-200ml	\$28.27	PHARMACY	Medicine-Items	4/4/2022
16	4299929	OLidocaine 2% Jelly-5ml	\$18.00	PHARMACY	Medicine-Items	4/4/2022
17	4299930	Magnesium Sulfate 8mEq/2ml inj	\$7.32	PHARMACY	Medicine-Items	4/4/2022
18	4299927	Meropenem 1g/vaborbactam 1g	\$1,588.62	PHARMACY	Medicine-Items	3/16/2022
19	5499128	Pulmo Rehab w/o Cont Oximetry	\$56.85	PHYSICAL THERAPY	Technical Fee	3/3/2022
20	5499129	Pulmo Rehab with cont oximetry	\$56.85	PHYSICAL THERAPY	Technical Fee	3/3/2022
21	9395835	Ext ECG>7D<15D Recording	\$56.85	SPECIAL SERVICES	Technical Fee	4/26/2022
22	5097151	Evaluation of Speech Sound Pro	\$210.00	SPEECH THERAPY	Technical Fee	4/4/2022
23	5097152	Aphasia Evaluation- 1 Hour	\$251.00	SPEECH THERAPY	Technical Fee	4/4/2022
24	5097153	Eval for use &/or fittin voice	\$314.00	SPEECH THERAPY	Technical Fee	4/4/2022
25	5097154	Fluency Evaluation	\$250.00	SPEECH THERAPY	Technical Fee	4/4/2022
26	5097155	Thera Intervtion focus on cogn	\$46.00	SPEECH THERAPY	Technical Fee	4/4/2022

***** LAST ITEM *****

I certify that this listing of items comprises all fees required by law for submission at this time to be complete as presented here.


Sydne P. Taisacan
 Program Coordinator IV

6/8/2022
 Date

1st Endorsement of Concurrence:

I concur and further certify that this listing of items are exempted under Section 9301(i) to Article 3, Chapter 9, Division 1 of Title 5 of the Guam Code Annotated and in compliance with Title 10 GCA Part 2, Division 4, Chapter 80 §80109.


Yukari B. Hechanova
 Chief Financial Officer

6/8/2022
 Date



Financial Dashboard

Guam Memorial Hospital Authority

June 2022

(Comparing to May 2022)

Benchmark

GMHA

1.8%

Total Margin
13.4%
(0%)

46

Days in A/R
127
(132)

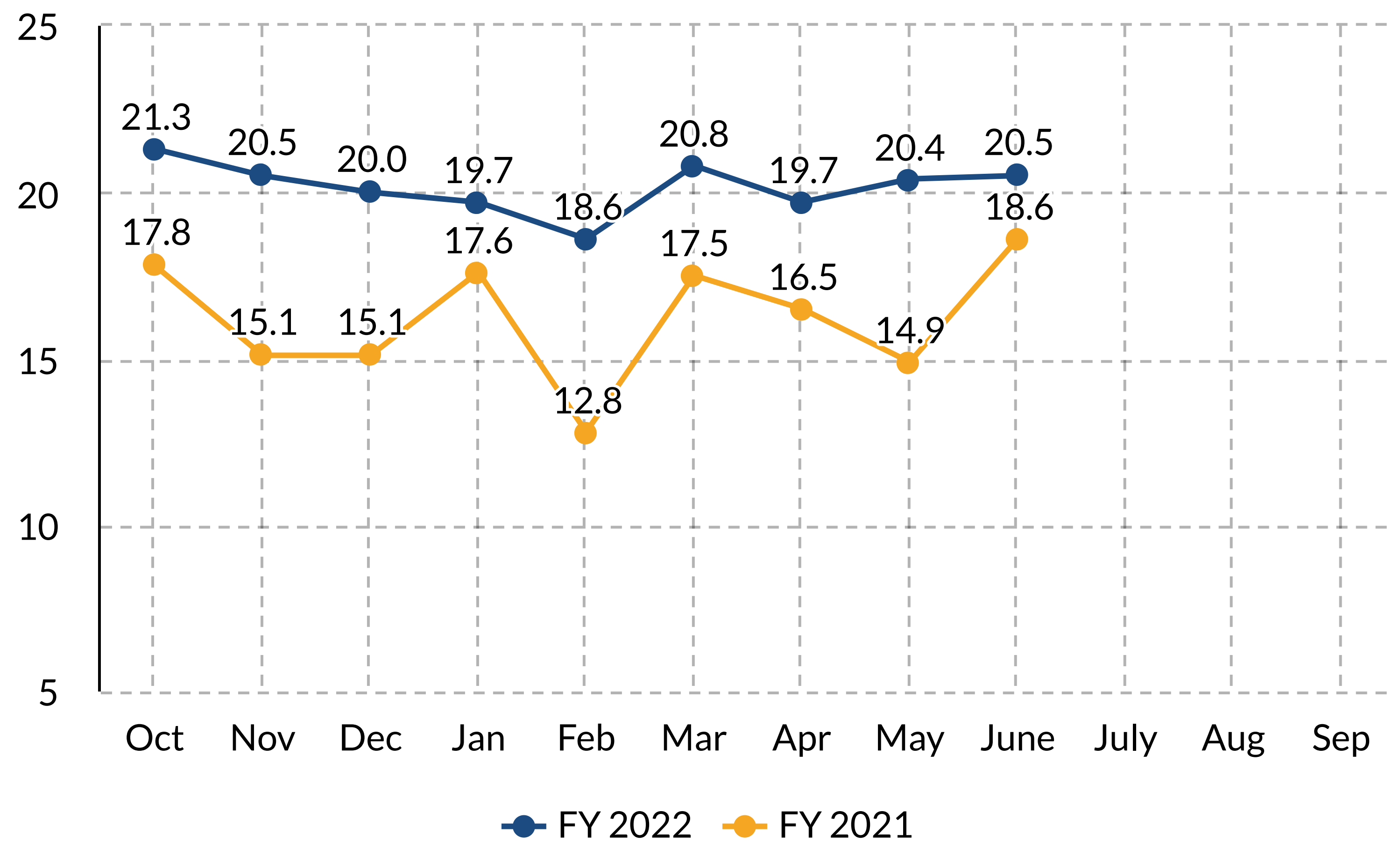
61

Payment Days
50
(52)

30

Days Cash on Hand
12
(15)

Gross Revenue (in millions)



Other Financial & Revenue Information

Inpatient Admissions = 706 (696)

Emergency Room Visits = 1,440 (1,417)

Average Length of Stay = 3.8 days (5.0 days)

Other Outpatient Visits = 500 (392)

Cash Balance

\$6.4M
(\$8.0M)

Vendor Payables

\$21.6M
(\$25.2M)

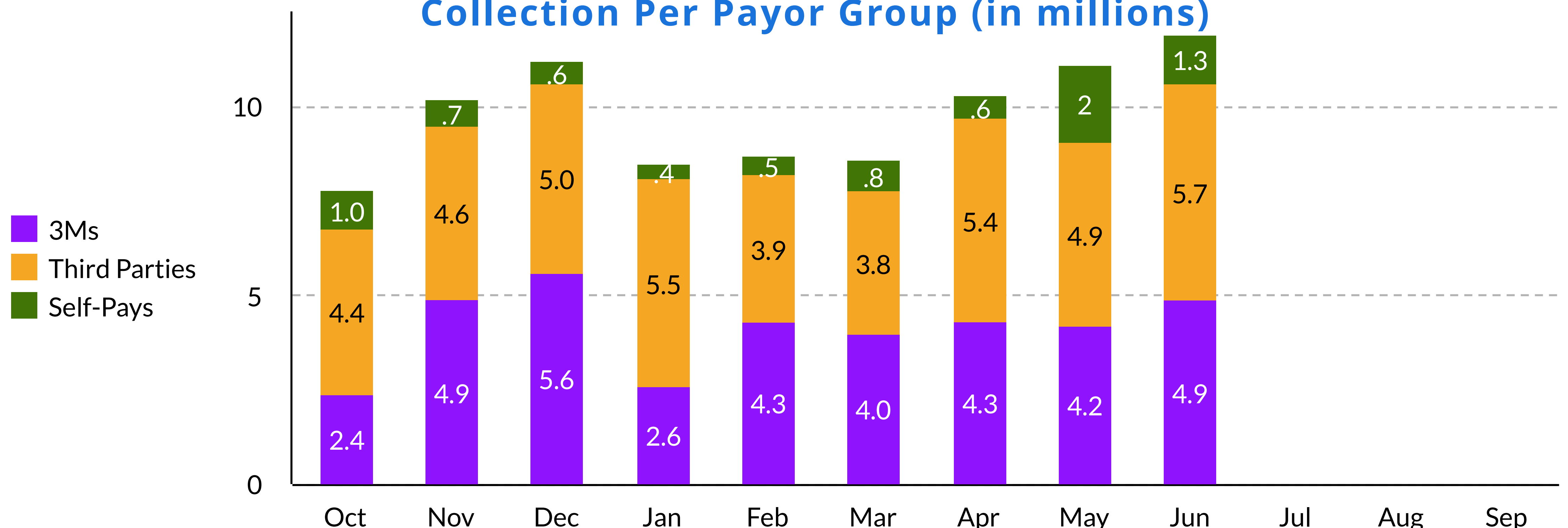
Change in Net Position

\$1.9M
(\$0.7M)

FTEs

1,022
(1,057)

Collection Per Payor Group (in millions)



Kamalin Toves

From: Kamalin Toves <kamalin.toves@gmha.org>
Sent: Wednesday, July 20, 2022 8:48 AM
To: Kamalin Toves
Subject: NOTICE of GMHA Board of Trustees Meeting - July 28, 2022

FOR IMMEDIATE RELEASE – July 19, 2022

NOTICE OF PUBLIC MEETING

In accordance with the Open Government Law relative to notice of meetings and, in addition to notices published on the Government of Guam Public Notices Portal and in The Guam Daily Post, this serves as public notice for the regular meeting of the GMHA Board of Trustees on Thursday, July 28, 2022 at 5:00 p.m. via Zoom Video Conferencing. Meeting ID: 913 5266 3119; Password: 556240.

Agenda:

I. Call to Order

II. Approval of the Minutes:

- A. June 30, 2022 Regular Board Meeting

III. Old Business

IV. New Business:

- A. Nomination of Secretary

V. Management's Report

VI. Guam Memorial Hospital Volunteers Association Report

VII. Board Subcommittee Reports:

A. Joint Conference and Professional Support:

- 1. Res. 2022-47, Relative to the Appointment of Provisional Medical Staff Privileges
- 2. Res. 2022-48, Relative to the Reappointment of Active Medical Staff Privileges

B. Human Resources:

- 1. Res. 2022-49, Relative to Establishing an Intensive Care Nurse Residency Program
- 2. Res. 2022-50, Relative to Establishing a Recruitment Incentive for the Recent Registered Nursing Graduates

C. Facilities, CIP and IT

D. Governance, Bylaws, and Strategic Planning:

- 1. A-100, Mission Statement
- 2. A-110, Vision Statement
- 3. A-120, Statement of Values

E. Quality and Safety

F. Finance and Audit:

1. Res. 2022-51, Relative to Approving Twenty-Six (26) New Fees
2. Responsibility for Damages and Destruction of Hospital and Employee Property Policy

VIII. Public Comment

IX. Adjournment

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 647-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

Thank You,



Kamalin Tores

Administrative Assistant
Guam Memorial Hospital Authority
850 Governor Carlos G. Camacho Rd.,
Tamuning, GU, 96913
Phone: (671) 647-2367 | Fax: (671) 649-0145




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GM HA Board of Trustees Meeting | 5:00 p.m ., July 28, 2022



GM HA Board of Trustees Meeting | 5:00 p.m ., July 28, 2022

Meeting

 Posted on: 07/19/2022 08:17 AM

 Posted by: Justine Camacho, Kamalin Toves, Administrative Assistant

 Department(s): GUAM MEMORIAL HOSPITAL AUTHORITY (/notices?department_id=51)

 Division(s): HOSPITAL ADMINISTRATION (/notices?division_id=178)

 Notice Topic(s): BOARD MEETING (/notices?topic_id=71)

 For Audience(s): PUBLIC (/notices?public=1)

 Share this notice

Hafa Adai!

The GMHA Board of Trustees will hold its regular meeting on Thursday, July 28, 2022 at 5:00 p.m. via Zoom Video Conferencing

Meeting ID: 913 5266 3119

Password: 556240

Agenda:

I. Call to Order

II. Approval of the Minutes:

A. June 30, 2022 Regular Board Meeting

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B. Human Resources:

1. Res. 2022-49, Relative to Establishing an Intensive Care Nurse Residency Program
2. Res. 2022-50, Relative to Establishing a Recruitment Incentive for the Recent Registered Nursing Graduates

C. Facilities, CIP and ITD. Governance, Bylaws, and Strategic Planning:

1. A-100, Mission Statement
2. A-110, Vision Statement
3. A-120, Statement of Values

E. Quality and Safety.F. Finance and Audit:

1. Res. 2022-51, Relative to Approving Twenty-Six (26) New Fees
2. Responsibility for Damages and Destruction of Hospital and Employee Property Policy

VIII. Public Comment

IX. Adjournment

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 674-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.



CIVIL SERVICE COMMISSION

KUMISION I SETBISION SIBIT
Bell Tower Suite 201, 710 W. Marine Corps Dr. Hagatna, GU 96910
Tel: 671-647-1855 • Fax: 671-647-1867

NOTICE OF MEETING

IN PERSON MEETING ON THURSDAY, JULY 28, 2022 AT 9:00 A.M.

For special accommodations, please contact Eric Miller / ADA Coordinator at (671) 647-1856.
The public can access a live stream of this meeting on the CSC website: <https://us06web.zoom.us/j/86749079463?pwd=cSt0ZUtBbjRoZGowR1M2K3JrRHpKQT09>
(Meeting ID: 867 4907 9463 / Passcode: 241835)

AGENDA

I. CALL TO ORDER.

II. APPROVAL OF MINUTES: May 26, 2022 and May 10, 2022

III. NEW BUSINESS: None.

IV. OLD BUSINESS:

(1) MOTION HEARING

Joseph Anthony Aguon vs. Guam Waterworks Authority;
CSC Case No.: 21-AA10T.

(2) HEARING ON THE MERITS

Joseph Anthony Aguon vs. Guam Waterworks Authority;
CSC Case No.: 21-AA10T.

V. GENERAL BUSINESS:

(1) Bills and Laws affecting CSC: None.

(2) Litigation by Administrative Counsel: None.

(3) Administrative Matters:

(A) Board Training: Civil Service Commission
Board Members.

VI. ADJOURNMENT.

/s/ Daniel D. Leon Guerrero, Executive Director
Paid for by the Civil Service Commission



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHĀN



Board of Trustees Meeting

Date: **Thursday, July 28, 2022**

Time: **5:00 p.m.**

Meeting will take place via Zoom Video Conferencing.

Meeting ID: **913 5266 3119**

Passcode: **556240**

Agenda: I. Call to Order; II. Approval of the Minutes: A. June 30, 2022 Regular Board Meeting; III. Old Business; IV. New Business: A. Nomination of Secretary; V. Management's Report; VI. Guam Memorial Hospital Volunteers Association Report; VII. Board Subcommittee Reports: A. Joint Conference and Professional Support: 1. Res. 2022-47, Relative to the Appointment of Provisional Medical Staff Privileges, 2. Res. 2022-48, Relative to the Reappointment of Active Medical Staff Privileges; B. Human Resources: 1. Res. 2022-49, Relative to Establishing an Intensive Care Nurse Residency Program, 2. Res. 2022-50, Relative to Establishing a Recruitment Incentive for the Recent Registered Nursing Graduates; C. Facilities, CIP and IT; D. Governance, Bylaws, and Strategic Planning: 1.A-100, Mission Statement, 2. A-110, Vision Statement, 3. A-120, Statement of Values; E. Quality and Safety; F. Finance and Audit: 1. Res. 2022-51, Relative to Approving Twenty-Six (26) New Fees, 2. Responsibility for Damages and Destruction of Hospital and Employee Property Policy; VIII. Adjournment

For special accommodations, please contact Theo Pangelinan, EEO Officer, at 671-647-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

/s/ Lillian Perez-Posadas, MN, RN
Hospital Administrator/CEO

This advertisement was paid for with government funds.



DEPARTMENT OF ADMINISTRATION

GENERAL SERVICES AGENCY

Ahensian Setbision Hinirāt

148 Route 1 South Marine Corps Drive, Piti, GU 96915

Telephone: (671) 475-1707/1708 • Fax: (671) 472-4217/1727

Email: gsaprocurment@gsadoa.guam.gov • Website: www.gsa.doa.guam.gov



EDWARD M. BIRN
Director (Direktot)

Bernadine C. Gines
Deputy Director (Siguñdo Direktot)

LOURDES A. LEON GUERRERO
Governor (Maga'hága)

JOSHUA F. TENORIO
Lt. Governor (Siguñdo Maga'hága)

THIS ADVERTISEMENT WAS PAID WITH GOVERNMENT FUNDS BY: GUAM BEHAVIORAL HEALTH AND WELLNESS CENTER

A non-refundable fee of \$10.00 per bid package will be assessed.
Certified Check, Cashier's Check, Cash will be accepted. No personal or Company Check.
Payment for bid package picked up after 3:00 pm will not be accepted.

INVITATION FOR BID

BID NO: **GSA-087-22**

For: **Property Insurance**

Opening Date: **08/04/2022** Time: **10:00 A.M.**

Location to submit: **General Services Agency, Piti Guam**

The General Services Agency is issuing this [Invitation for Bid for Property Insurance](#). A pdf copy is available to download at www.gsa.doa.guam.gov, or a hard copy can be obtained at the General Services Agency located at 148 Route 1, Marine Corp Drive, Piti, Guam 96915 from 8:00am – 5:00pm, Monday through Friday, beginning Tuesday, 07/19/2022 until Thursday, 08/04/2022.

Bidders must register their current contact information with GSA to ensure they receive any notices regarding changes or updates to the IFB. The procuring agency and GSA will not be liable for failure to provide notice to any party who did not register current contact information.

/S/ CLAUDIA S. ACFALLE
Chief Procurement Officer

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Presents

Chamorro Activity

A great way to learn and increase your Chamorro Vocabulary is by doing Crossword Puzzles. Crossword puzzles provide hours of enjoyment and challenge. With practice and patience you'll be done in no time!

T E V K B K X A W A J M
W V A Y O I Q F U Z S O
B B A D M G B G H G F T
I J F U A A A L A S O O
J E Y L X L G D I Y T S
F T O S C H A T M A T A
B N L M H G G S M Z E I
G T A R I T A E N Y K K
R F Q T K Y Z R O E G O
H Y C H U B K O T D O T
B T S D H U P L O U M H
H I A N O P Z F J Z M U

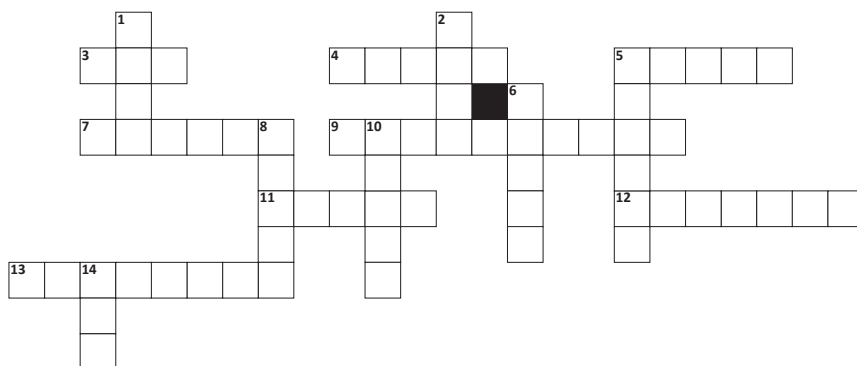
AGAGA'	red
AYU	that
AYUDA	help, assist
BIBLIA	Bible
CHATMATA	poor eyesight
CHIKU	kiss
DAGI	lie
EKGO'	jealous
ENSALAD	salad
FLORES	flower
FOTTE	powerful,
	strong in taste
GALON	gallon
MOTOSAIKOT	motorcycle
NAI	give
OTDOT	ant

Down

- lie
- jealous
- flower
- gallon
- red
- ant
- that

Across

- give
- kiss
- powerful, strong in taste
- Bible
- motorcycle
- help, assist
- salad
- poor eyesight



Across: 3. nai 4. chiku 5. flores 6. galon 8. agaga 10. otidot 14. ayu
Down: 1. dagi 2. ekgo 5. flores 6. galon 8. agaga 10. otidot 14. ayu

Cassidy's Insurance
Agang ham guine na numero 472-8834
Call us at 472-8834



CHamoru Land Trust Commission

(Kumision Inangokkon Tano' CHamoru)



CHamoru Land Trust Commission Board Meeting

Thursday, July 28, 2022, 1:00 p.m.,

CHamoru Land Trust Commission Conference Room, Suite 223, 2nd Floor,
ITC Building, 590 S. Marine Corps Drive, Tamuning.

Public Comments may be made at cltc.admin@cltc.guam.gov. To view the meeting virtually please like us on Facebook and tune in on Facebook Live and GovGuam Live-YouTube or with Zoom: <https://us06web.zoom.us/j/86713395019?pwd=NFZtNjY0NDI0NFR3V0Z0U0UzRQWozQT09>
Meeting ID: 867 1339 5019 Passcode: CLTC

I. Call to Order

II. Roll Call

III. Approval of Minutes

1. April 21, 2022

IV. Old Business

1. MOU with CLTC and Guam Housing Corporation
2. 1995 application status

V. New Business

1. CLTC eligible beneficiary process
2. Affidavit & checklist for approval of the eligible beneficiary process
3. Approval & delegation of responsibility for the Administrative Director
4. Unauthorized usage of Lot 7164, Yigo

VI. Constituent Matters

1. Lorette Guerrero
2. Eddie Concepcion Muna

VII. Agency Report

VIII. Financial Report

1. April 2022
2. May 2022

IX. Commissioners' Comments

X. Public Comments

XI. Adjournment

In compliance with ADA requirements, individuals requiring special accommodations, auxiliary aids, or services, may contact 649-5263 ext. 815. This ad is paid by CLTC funds.

AMERICAN BUREAU OF SHIPPING

STATEMENT OF ACTIVITIES

SUPPORT AND REVENUE:

12/31/2021

Program service revenues	\$ 563,635
Other Revenue	21,763
TOTAL SUPPORT AND REVENUE	585,398

EXPENDITURES:

Program service expense	276,060
Other expenses	1,946
TOTAL EXPENDITURES	278,006

CHANGES IN NET ASSETS

NET ASSETS AT BEGINNING OF YEAR WITH ADJUSTMENT	419,434
NET ASSETS AT END OF YEAR	\$ 726,826

STATEMENT OF FINANCIAL POSITION

ASSETS:

Cash and cash equivalents	\$ 163,183
Other assets	666,496
TOTAL ASSETS	\$ 829,679

LIABILITIES:

Accounts payable and accrued expenses	95,456
Other liabilities	7,397

NET ASSETS:

Unrestricted	726,826
TOTAL LIABILITIES AND NET ASSETS	829,679

This is to certify that the above Statement of Activities and Statement of Financial Position are a true and accurate account of the American Bureau of Shipping.



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDĀT ESPETĀT MIMURIĀT GUĀHAN



Board of Trustees Meeting

Date: **Thursday, July 28, 2022**

Time: **5:00 p.m.**

Meeting will take place via Zoom Video Conferencing.

Meeting ID: **913 5266 3119**

Passcode: **556240**

Agenda: I. Call to Order; II. Approval of the Minutes: A. June 30, 2022 Regular Board Meeting; III. Old Business; IV. New Business: A. Nomination of Secretary; V. Management's Report; VI. Guam Memorial Hospital Volunteers Association Report; VII. Board Subcommittee Reports: A. Joint Conference and Professional Support: 1. Res. 2022-47, Relative to the Appointment of Provisional Medical Staff Privileges; 2. Res. 2022-48, Relative to the Reappointment of Active Medical Staff Privileges; B. Human Resources: 1. Res. 2022-49, Relative to Establishing an Intensive Care Nurse Residency Program; 2. Res. 2022-50, Relative to Establishing a Recruitment Incentive for the Recent Registered Nursing Graduates; C. Facilities, CIP and IT; D. Governance, Bylaws, and Strategic Planning: 1.A-100, Mission Statement; 2. A-110, Vision Statement; 3. A-120, Statement of Values; E. Quality and Safety; F. Finance and Audit: 1. Res. 2022-51, Relative to Approving Twenty-Six (26) New Fees; 2. Responsibility for Damages and Destruction of Hospital and Employee Property Policy; VIII. Adjournment

For special accommodations, please contact Theo Pangelinan, EEO Officer, at 671-647-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

/s/ Lillian Perez-Posadas, MN, RN
Hospital Administrator/CEO

This advertisement was paid for with government funds.



GUAM LAND USE COMMISSION

Department of Land Management
ITC Building, Third Floor, Tamuning, GU
P.O. Box 2950, Hagatna, Guam 96932

Telephone: (671) 649-5263, Facsimile: (671) 649-5383



AGENDA

A regular meeting of the Guam Land Use Commission via Zoom Virtual platform will be held on Thursday, July 28, 2022 at 1:30 p.m. Zoom ID: 671 649 5263 • Passcode: LAND. Livestreamed on YouTube, Guam Department of Land Management Channel.

I. Notation of Attendance/Roll Call

II. Approval of Minutes - June 23, 2022

III. Old Business [None]

IV. New Business [None]

V. Administrative & Miscellaneous Matters

- 2015-05B, Guahan Baptist Church submits its 5-year status report for a previously approved Conditional Use Permit, to allow for the continued operation of the Guahan Baptist Church for church services, Sunday school and related activities, Lot 2-4NEW-R6, Blk 7, T207, Talo'fo'fo.
- 2020-06C, Tasi Vista Development, LLC; requests for its 2nd Extension of Time pursuant to E.O. 96-26, for a previously approved Tentative Subdivision for the development of 62 single family lots with full improvements, Tract 1333 (formerly Lot 2056NEW), Mongmong, Toto, Maite.
- Formal Complaint - Dededo Firing Range

VI. Adjournment

****Funding source provided by Applicants****

Person(s) requiring special accommodations, please call (671) 649-5263, Ext. 300



Joseph T. Duenas
CCU Chairman

GUAM POWER AUTHORITY
ATURIDĀT ILEKTRESEDĀT GUĀHAN
P.O. BOX 2977 • HAGĀTÑA, GUAM U.S.A. 96932-2977
Telephone Nos. 671-648-3054/55 or Facsimile 671-648-3165



John M. Benavente, P.E.
General Manager

**FINAL ADVERTISEMENT
INVITATION FOR BID**
This notice is paid for by the GUAM POWER AUTHORITY O&M FUNDS
Public Law 26-12

BID NO.:

RE-BID GPA-028-22

DUE DATE:

08/02/2022

TIME:

10:00 A.M.

DESCRIPTION:

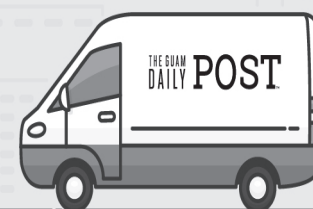
Streetlight Heads

Bid package may be picked up at the GPWA Room 101, Procurement Office, 1st Floor, Gloria B. Nelson Public Services Building, 688 Route 15, Mangilao, Guam 96913. All interested firms should register with our GPA's Procurement Division to be able to participate in the bid. Please call our office at (671) 648-3045 / 3055 to register. Registration is required to ensure that all "Amendments and Special Reminders" are communicated to all bidders throughout the bid process. Procurement instructions are posted on the Authority's web site at http://guampowerauthority.com/gpa_authority/procurement/gpa_current_rfps.php#.

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GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÅT ESPETÅT MIMURIÅT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



Date: **080422**

VIA ELECTRONIC MAIL

Benjamin J.F. Cruz
Public Auditor
Office of Public Accountability
Suite 401 DNA Building
238 Archbishop Flores Street
Hagåtña, GU 96910

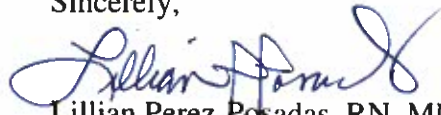
RE: Reporting Requirements for Boards and Commissions

Dear Mr. Cruz:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the recording for the July 28, 2022 GMHA Board of Trustees Meeting via Google Drive as guided by your office.

Please contact Kamalin Toves, Administrative Assistant – Board Office, at (671) 647-2367 or by email at kamalin.toves@gmha.org for any questions or clarifications.

Sincerely,


Lillian Perez-Posadas, RN, MN
Hospital Administrator/CEO

submitted via electronic mail 8/4/22 TT



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÁT ESPETÁT MIMURIÁT GUÅHÑ

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



Date: **081122**

VIA ELECTRONIC MAIL

Honorable Lourdes A. Leon Guerrero
I Maga'hågan Guåhan
Ricardo J. Bordallo Governor's Complex
Adelup, GU 96910

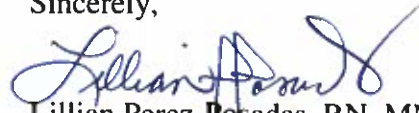
RE: Reporting Requirements for Boards and Commissions

Dear Governor Leon Guerrero:

To comply with Ch. 8 of Title 5 GCA, Section 38, §8113.1, Reporting Requirements for Boards and Commissions, the GMHA hereby submits the materials presented and discussed at the July 28, 2022 Meeting of the GMHA Board of Trustees.

Please contact Kamalin Toves, Administrative Assistant – Board Office, at (671) 647-2367 or by email at kamalin.toves@gmha.org for any questions or clarifications.

Sincerely,


Lillian Perez-Rosadas, RN, MN
Hospital Administrator/CEO

submitted via electronic mail 8/11/22 HT



GUAM MEMORIAL HOSPITAL AUTHORITY

ATURIDÂT ESPETÂT MIMURIÂT GUÅHÅN

850 Governor Carlos Camacho Road, Tamuning, Guam 96913
Operator: (671) 647-2330 or 2552 | Fax: (671) 649-5508



Date: **081122**

VIA ELECTRONIC MAIL

Honorable Therese M. Terlaje
Speaker of I Minatrentai Sais Na Liheslaturan Guåhan
163 Chalan Santo Papa
Hagåtña, GU 96910

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Dear Speaker Terlaje:

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